

# State Water Board Draft Racial Equity Action Plan

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State Water Board Workshop | October 19, 2022





# Water Boards' Mission Statement

Preserve, enhance, and restore the quality of California's water resources and drinking water for the protection of the environment, public health, and all beneficial uses, and to ensure proper water resource allocation and efficient use, for the benefit of present and future generations.

# Purpose

The purpose of today's workshop is to:

1. Provide an overview of the draft Racial Equity Action Plan.
2. Receive feedback to consider for revisions to the draft Racial Equity Action Plan.

# Workshop Agenda

1. Background
2. Racial Equity Action Plan Development and Overview
3. Questions from the Board
4. Public Comments

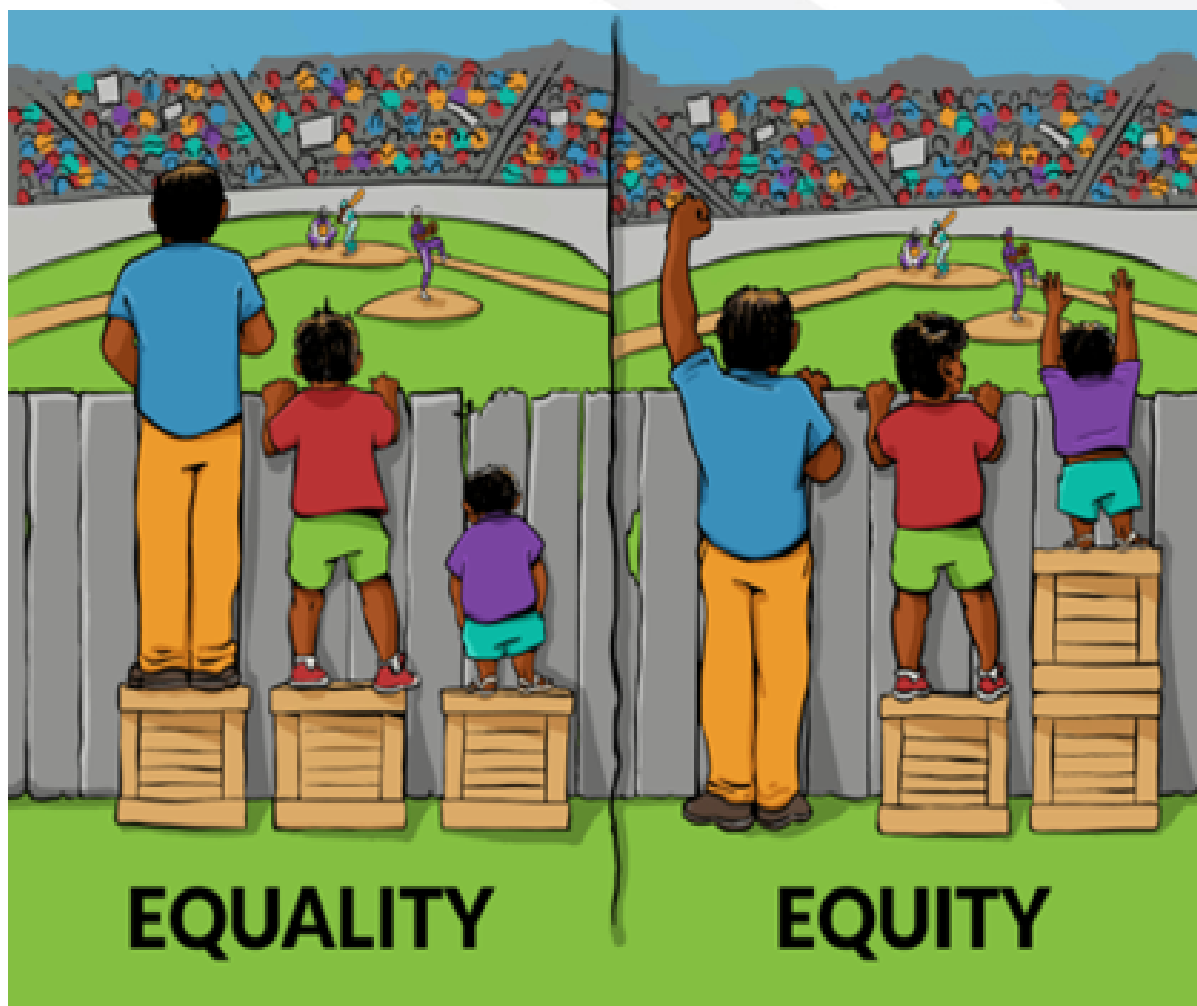


# Background



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# What is racial equity?



***Racial equity*** means Race can no longer be used to predict life outcomes and outcomes for all groups are improved.

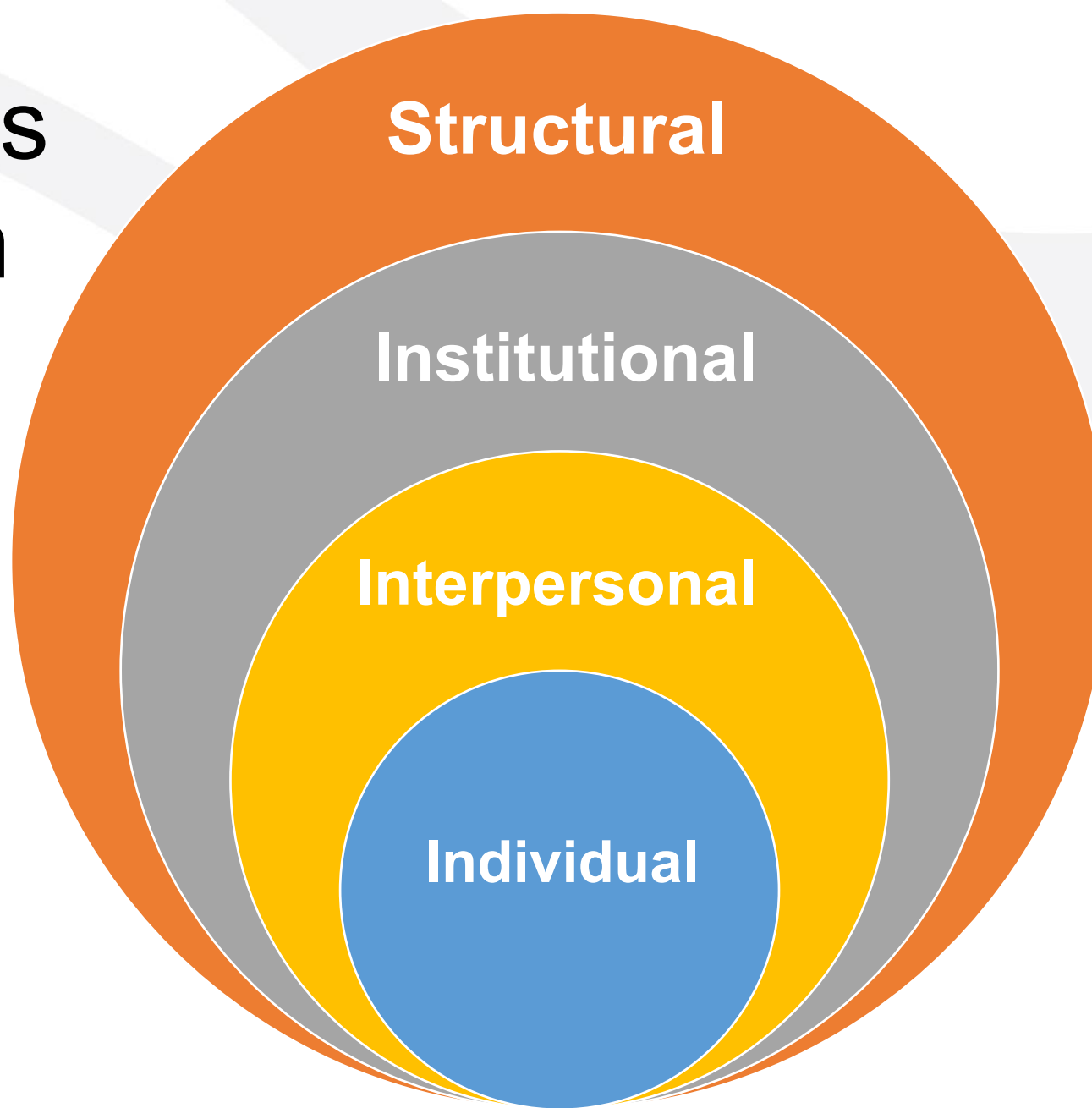
# Dimensions of Racism

## Individual racism

Prejudgment, bias, or discrimination by an individual based on race.

## Interpersonal racism

Occurs between individuals. Once we bring our private beliefs into interactions with others, racism is now in the interpersonal realm.



## Institutional racism

Policies, practices, and procedures within an institution that work better for white people than people of color.

## Structural racism

The system in which public policies, institutional practices, cultural representations, and other norms work in various and often reinforcing ways to perpetuate racial group inequity.

# State Water Board's Racial Equity Vision

The Water Boards are working toward a future where we equitably implement our mission to preserve, protect, and restore drinking water and water resources for all Californians, and where:

- Race no longer predicts the access to or quality of water resources a person receives,
- Race is not a predictor of professional outcomes for our employees, and
- We consistently apply a racial equity lens to our decision-making processes.



# Our racial equity journey



## 2021

- Solicited input on a Racial Equity Resolution
- Adopted Resolution 2021-0050

## 2022

- Racial Equity Action Plan draft

# Draft Racial Equity Action Plan



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# Racial Equity Action Plan

## Directives from the Resolution:

- Normalize conversations about racial equity
- Foster a workforce that integrates racial equity into its work
- Effectively reach and engage with Black, Indigenous, and people of color communities
- Be developed within one year of adoption of the Racial Equity Resolution
- Be metric-driven in order to evaluate progress
- Incorporate all State Water Board divisions, offices, and programs and address all aspects of our work

# Development

## May 2022

- Visioning Retreat
- Strategizing Retreats
- Racial Equity Employee Support Lunch Sessions
- Tribal Consultations (ongoing)
- Emails sent to [racialequity@waterboards.ca.gov](mailto:racialequity@waterboards.ca.gov) (ongoing)

## July 2022

- Public Workshops

## August 2022

- Executive Management Reviews
- Board Member Briefings

# Public Workshops



**Statewide (July 20)**  
Virtual

**Northern California (July 21)**  
Hybrid/Redding

**Southern California (July 25)**  
Hybrid/Mecca

**Central California (July 27)**  
Hybrid/Visalia



# What did we hear?

Many of the comments received pertained to opportunities in the areas of:

1. Integrating the racial equity resolution principles and goals throughout Water Boards' policies, programs, and practices;
2. Improving the Water Boards' understanding of racial equity and increased representation of Black, Indigenous, and people of color at all Water Boards levels; and
3. Fostering more empowered communications, engagement, and relationships with Black, Indigenous, and people of color communities.

# How is the feedback reflected in the action plan?

- Input has shaped the action plan's approach to advancing racial equity.
- This approach is framed in three “Strategic Directions”
- Lead and supporting State Water Board divisions and offices have been identified

# Action Plan Structure

- 1. Vision =  
Where we want to end up
- 2. Strategic Directions =  
How we will achieve our vision
- 3. Goals =  
Outcomes we are working toward
- 4. Actions =  
What we should do achieve our goals

1

State Water Board's Racial Equity Vision

▪ Water Boards' Vision: A sustainable California made possible by clean water and water availability for both human uses and environmental resource protection.

▪ Racial Equity Vision: A sustainable California where race no longer predicts where clean water is available or who has access to it

California Water Boards

2

3

4

Strategic Direction #1

Integrating Racial Equity, Measuring Impact

Infusing the racial equity resolution throughout the Water Boards' policies, programs, and practices; measuring progress toward goals and adapting when necessary.

Goal 1a: Water Boards data are accessible, equitable, and culturally relevant.

**CHALLENGE:** The Water Boards are not collecting all the data needed to assess gaps in programs and policies related to racial equity or environmental justice. In addition, many staff lack experience and expertise with handling data and conducting analyses through a racial equity lens. Before proposed revisions or actions for programs can be identified, the Water Boards need to understand the demographic and other relevant data associated with their programs and policies, and to evaluate the patterns that emerge from the data. To achieve true equity for Black, Indigenous, and people of color (BIPOC) communities, the Water Boards must also collaborate with BIPOC communities to co-create a framework for every aspect of its data process, including collection, governance, methods, interpretation, discovery, and visualization.

Actions	Lead Role	Supporting Role	Stage
A: Existing programs with existing resources to complete action			
Develop training and guidance for Water Boards staff to ensure data collection, methods, and visualizations (e.g., maps, factsheets, etc.) are accessible, equitable, culturally relevant, and reflective of open science principles.	OIMA	ORPP, Comms	
Incorporate racial equity analysis into the annual Drinking Water Needs Assessment, including a measurement of the number of BIPOC communities impacted by primary and secondary contaminants and water unaffordability.	DDW	DFA, OPP	3
Include racial equity progress updates on State Water Board meeting agendas and liaison reports.	EXEC	ALL	Zero
B: New programs with existing resources to complete action			
Identify racial equity data gaps in water management actions related to the administration of the state's water rights system.	DWR		1
Identify racial equity data gaps in water use efficiency and water loss regulations and the implementation of the Sustainable Groundwater Management Act (SGMA).	ORPP		Zero
Gather and incorporate existing demographic data to measure and track demographic impacts of programs in underserved communities (i.e., non-urban, impoverished and economically displaced, farmworker, tribal, and BIPOC communities) and evaluate the disparate impacts based on socioeconomic conditions. In the dataset, include an overlay of climate-related impacts as a benchmark to measure progress.	OIMA	DFA, DDW, DWR, OE, ORPP	Zero
Identify gaps in existing opportunities for public participation in science and community data gathering programs and develop a plan to address gaps, develop new data collection methods, support existing programs, and incorporate community datasets into analyses.	OIMA	OPP, DWQ	Zero
C: New or existing programs needing new resources to complete action			
Identify, track, and evaluate data on key performance indicators to measure progress on Racial Equity Action Plan goals, in consultation with BIPOC communities.	OPP, OIMA	DFA	Zero
Create a public dashboard to communicate timelines and progress made on the Racial Equity Action Plan and on specific justice-related outcomes of Water Boards' policies and programs.	OPP, OIMA	DFA	Zero



# Strategic Direction #1

## Integrating Racial Equity, Measuring Impact

Infusing the racial equity resolution throughout the Water Boards' policies, programs, and practices; measuring progress toward goals and adapting when necessary.

- **Goal 1a:** Water Boards' data are accessible, equitable, and culturally relevant.
- **Goal 1b:** Programs and policies are evaluated and realigned to address racial injustices.

## Strategic Direction #2

# Creating, Maintaining Spaces for Inclusion & Belonging

Addressing internal and external representation of Black, Indigenous, and people of color at all Water Boards' levels; elevating overall understanding of racial equity.

- **Goal 2a:** Water Boards' staff and leadership reflect the diversity of California.
- **Goal 2b:** Foster a culture of inclusion and belonging.

## Strategic Direction #3

# Activating BIPOC Community Wisdom and Sharing Power

Fostering open communications for voices of Black, Indigenous, and people of color communities; building power in BIPOC communities by cultivating authentic relationships and engaging communities as partners for racial equity; offering ongoing training, education, and dedicated resources to raise awareness of the Water Boards' role in managing the state's water resources; and incorporating wisdom from Black, Indigenous, and people of color communities in Water Boards' decision-making processes.

- **Goal 3a:** Engage with BIPOC communities by providing effective and accessible language access services and accessible communications.
- **Goal 3b:** Remove barriers for community access and participation in water decision making by providing resources for capacity building, including funding, training, and education.
- **Goal 3c:** Consult, collaborate, and partner with BIPOC communities in decision-making processes.

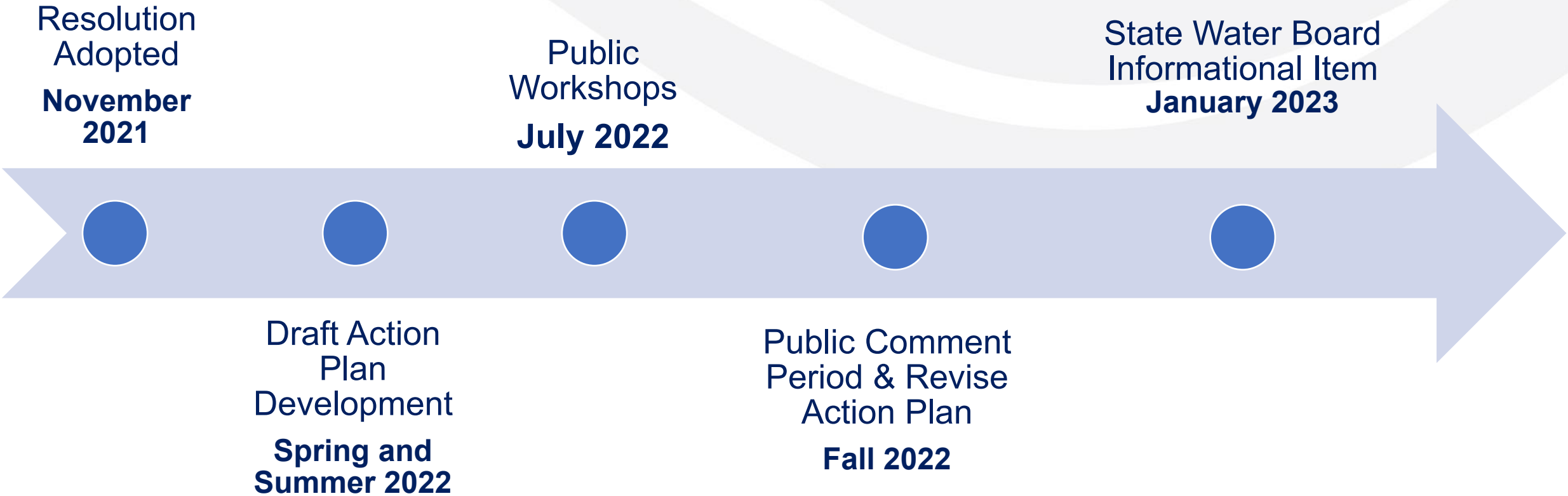


# Timeline and Comment Period



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# Racial Equity Action Plan Timeline



# Options to Submit Written Public Comments

Written comments must be received no later than  
**October 24, 2022, at 5:00 p.m.**

1. By email to: [commentletters@waterboards.ca.gov](mailto:commentletters@waterboards.ca.gov) with subject line:  
**“Comment Letter – Racial Equity Action Plan”**
2. By fax transmission to: (916) 341-5620
3. By mail to: Clerk to the Board, Ms. Jeanine Townsend, State Water Resources Control Board, P.O. Box 997377, MS 7400, Sacramento, CA 95899-7377
4. Hand-delivered to: Clerk to the Board, Ms. Jeanine Townsend, State Water Resources Control Board, 1001 I Street, 24th Floor, Sacramento, CA 95814

# Document Availability and Contact Information

The draft Racial Equity Action Plan is posted online:  
[www.waterboards.ca.gov/racial\\_equity/resolution-and-actions.html](http://www.waterboards.ca.gov/racial_equity/resolution-and-actions.html)

For general feedback about the Water Boards' Racial Equity work,  
contact: [racialequity@waterboards.ca.gov](mailto:racialequity@waterboards.ca.gov).